

TSFL Compensation Plan

Getting Started: After you have been a client for at least seven days, you can get started in TSFL by registering to become a Health Advisor and purchasing an **Application Pak** (\$99) or optional **Career Builder's Pak** (\$299). Once registered, and with the support of your sponsor, you can immediately begin to recommend TSFL products to others. You will have 30 days to complete the Product Certification Exam (we provide you with the information you need to successfully pass). Completion of the exam is required in order to be paid compensation on any orders placed by your Customers or Health Advisors.

Three Options to Join:

Register as a **Health Advisor** by ordering an **Application Pak** for \$99

OR

Register as a **Fast-Track Health Advisor** by purchasing an optional **Career Builder's Pak** for \$299 and Fast Track your business

As a **Health Advisor**, you earn:

Commissions - Earn **15%** of the dollar amount ordered by your personally acquired *Customers* and **15%** of the dollar amount ordered by your personally sponsored *Health Advisors*.

As a **Fast-Track Health Advisor**, you can immediately earn **Commissions** at higher percentage:

Commissions - **Permanently earn 20%** of the dollar amount ordered by your personally acquired *Customers* and **20%** of the dollar amount ordered by your personally sponsored *Health Advisors*.



As a Health Advisor, you can also qualify to earn these additional bonuses:

30-day Customer Acquisition Bonus (CAB) - Earn a one-time CAB of **\$100** by developing a minimum of 5 customers or personally sponsored Health Advisors that combined generate a total of **\$2000 or more in orders within your first 30 days of joining TSFL**.

Assist Bonus - If you've earned a CAB, as a Sponsor (or Presenter) **every time** you assist a new Health Advisor in earning his/her CAB you'll earn a matching **\$100** bonus.

As a Fast-Track Health Advisor you are eligible to earn these additional bonuses:

30-day Customer Acquisition Bonus (CAB) - Earn a one-time CAB of **\$100** by developing a minimum of 5 customers or personally sponsored Health Advisors that combined generate a total of **\$1000 or more in orders within your first 30 days of joining TSFL**.

Assist Bonus - As a Sponsor (or Presenter) **every time** you assist a new Health Advisor in earning his/her CAB you'll earn a matching **\$100** bonus. A Fast-track Health Advisor is automatically "Assist Bonus" qualified.



Advance to Senior Advisor by generating \$1000 in total orders in one month to at least 5 ordering personally acquired *Customers* or personally sponsored *Health Advisor* teams.

Senior Advisor - As a Senior Advisor, you earn more:

Commissions - Earn **20%** of the dollar amount ordered by *Customers* and **20%** of the dollar amount ordered by your personally sponsored *Health Advisors*.

Rolling Consistency Bonuses - Earn up to \$1000 Consistency Bonus on orders placed by personally enrolled *Customers* and personally sponsored *Health Advisors*:

\$2000/mo in personal sales for 3 consecutive months = **\$250 quarterly bonus**

\$4000/mo in personal sales for 3 consecutive months = **\$500 quarterly bonus**

\$6000/mo in personal sales for 3 consecutive months = **\$1000 quarterly bonus**

Monthly Growth Bonuses - Earn an additional 10% - 30% on all of the CV* generated on your personal sales

Health Advisor Monthly Growth Bonuses* – As a Senior Advisor, when you increase your personal sales and/or develop and support a business organization of other Health Advisors, you can receive additional monthly earnings on personal sales and/or orders placed by Customers and other Health Advisors sponsored in your network.

Notes:

- In this compensation plan, everyone pays the retail price for products. Therefore, personally sponsored Health Advisors are also considered your personal customers.
- *All Growth Bonuses are paid on **CV or Commissionable Volume**. (CV is currently approximately 50% of the retail price).
- To Qualify for any Growth Bonus you must have a rank of Sr. Advisor or higher in the commissionable month with a *minimum of \$1000 in total personal group sales through a minimum of 5 ordering Customers and/or Advisors*). To receive commissions, you must have returned your completed and signed application to TSFL. Additionally, you must have passed the Basic Product Knowledge Exam.

Qualifications to Move Up in Rank (By Sales or Structure) - As your business grows and you move up in rank from Advisor to Executive Director, you can earn **up to 30% of the CV** on your personal sales generated from orders by your Customers/Health Advisors and on sales generated by Health Advisors within your organization. You can move up in rank either by *increasing personal sales* or by *increasing the number of separate Senior Advisor teams that you develop*.

To move up in rank from Health Advisor to any higher rank, each month you must **always** have a minimum of \$1000 or more in total personal group sales volume from 5 or more ordering customers or personally sponsored Health Advisor teams, or any combination of the two.

Rank	
Senior Advisor	<u>\$1000 or more in total personal group sales</u> from 5 or more ordering customers or personally sponsored Health Advisor teams
Manager	<u>\$3000 or more in total personal sales</u> from 5 or more ordering customers/Health Advisors OR have <u>2 separate Sr. Advisor teams</u>
Associate Director	<u>\$4000 or more in total personal sales</u> from 5 or more ordering customers/Health Advisors OR have <u>3 separate Sr. Advisor teams</u>
Director	<u>\$5000 or more in total personal sales</u> from 5 or more ordering customers/Health Advisors OR have <u>4 separate Sr. Advisor teams</u>
Executive Director	<u>\$6000 or more in total personal sales</u> from 5 or more ordering customers/Health Advisors OR have <u>5 separate Sr. Advisor teams</u>

The table below outlines the Monthly Growth Bonuses that can be earned as a Health Advisor 's business grows:

Title		Bonus	
Senior Advisor	Earn a 10% Senior Advisor Bonus on the <u>CV</u> generated by Advisors and Customers starting on your Level 1 (Total bonus potential = 10%)	10 % Bonus	10 % Maximum
Manager	Earn a Manager's Bonus of 5% on the <u>CV</u> generated by Advisors and Customers starting on your Level 1. (Total bonus potential = 15%)	5 % Bonus	15 % Maximum
Associate Director	Earn an Associate Director's Bonus of 5% on the <u>CV</u> generated by Advisors and Customers starting on your Level 1 (Total bonus potential = 20 %)	5 % Bonus	20 % Maximum
Director	Earn a Director's Bonus of 5% on the <u>CV</u> generated by Advisors and Customers starting on your Level 1 (Total bonus potential = 25 %)	5 % Bonus	25 % Maximum
Executive Director	Earn an Executive Director's Bonus of 5% on the <u>CV</u> generated by Advisors and Customers starting on your Level 1 (Total bonus potential = 30 %)	5 % Bonus	30 % Maximum

Bonuses for each rank are paid on all CV generated by you or your team starting with your frontline Customers and Health Advisors (Level 1). You are paid that bonus in depth (Level 2 and below) until you reach another Health Advisor with the same rank. When this occurs, you will be paid the bonus on the CV of the personal orders for that Health Advisor but not on the CV of orders generated to any Customers or other Health Advisors on his/her team. In other words, if you are a Manager and someone on your team becomes a Manager, you will be paid a Manager's Bonus down to that Manager and on his/her personal orders but you will not be paid the Manager bonus on your Manager's Level 1 and beyond. (In this compensation plan, personally acquired customers and personally sponsored Health Advisors are considered to be on a Health Advisor's Level 1.)


Monthly Leadership Bonuses – Leadership Bonuses are paid to Executive Directors and higher for their role in growing, training, and managing a Take Shape For Life field organization of other Health Advisors. Bonuses are triggered when you help others reach the rank of Executive Director and are paid on the CV volumes ordered through generations of Executive Director Teams in your Health Advisor Network.

Qualifications to Move Up in Rank - The number of separate Executive Director teams that you develop determines the leadership ranks at the Executive Director level. See the qualifications below.

Rank

Regional Director	Executive Director with one (1) Executive Director Team (does not have to be personally sponsored)
National Director	Executive Director with three (3) separate Executive Director Teams (do not have to be personally sponsored)
Global Director	Executive Director with five (5) separate Executive Director Teams (do not have to be personally sponsored)
Presidential Director	Executive Director with ten (10) separate Executive Director Teams (do not have to be personally sponsored)

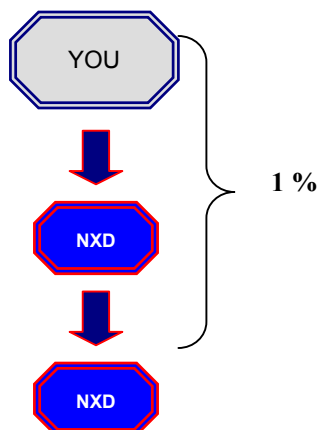
Executive Director Generation Bonuses – earn through 5 generations of Executive Director Health Advisor teams within your organization.

Title		Regional Director	National Director	Global Director
		Exec. Dir. with 1 Exec. Dir. Team	Exec. Dir. with 3 Exec. Dir. Teams	Exec. Dir. with 5 Exec. Dir. Teams
Generations of Exec. Dir. Teams 	1	6 %	6 %	6 %
	2	5 %	5 %	5 %
	3		5 %	5 %
	4			4 %
	5			4 %

Monthly Elite Leadership Overrides – Elite Leadership Overrides are paid to National Executive Directors and higher for their role in directing and overseeing large Take Shape For Life field organizations of Health Advisors. Overrides are paid on CV on large portions of a leader’s business (in some instances the entire business) and could mean as much as an additional 3% through more than 5 generations of Executive Director Health Advisor teams within a leader’s business.

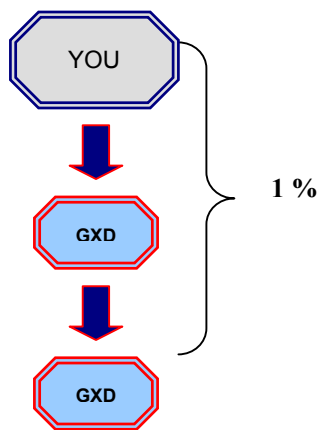
National Executive Director Leadership Bonus

A National Executive Director is an Executive Director with at least one Executive Director in each of three (3) separate teams. As a National Executive Director (or higher), you earn a 1% of CV override on your entire business down to the second National Executive Director in a leg.



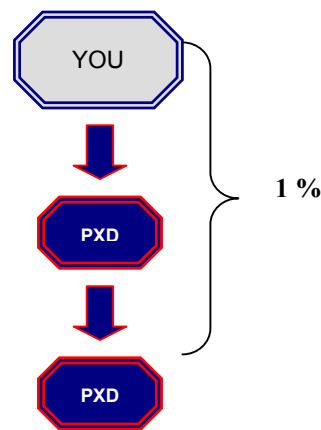
Global Executive Director Leadership Bonus

A Global Executive Director is an Executive Director with at least one Executive Director in each of five (5) separate teams. As a Global Executive Director (or higher), you earn a 1% of CV override on your entire business down to the second Global Executive Director in a leg.



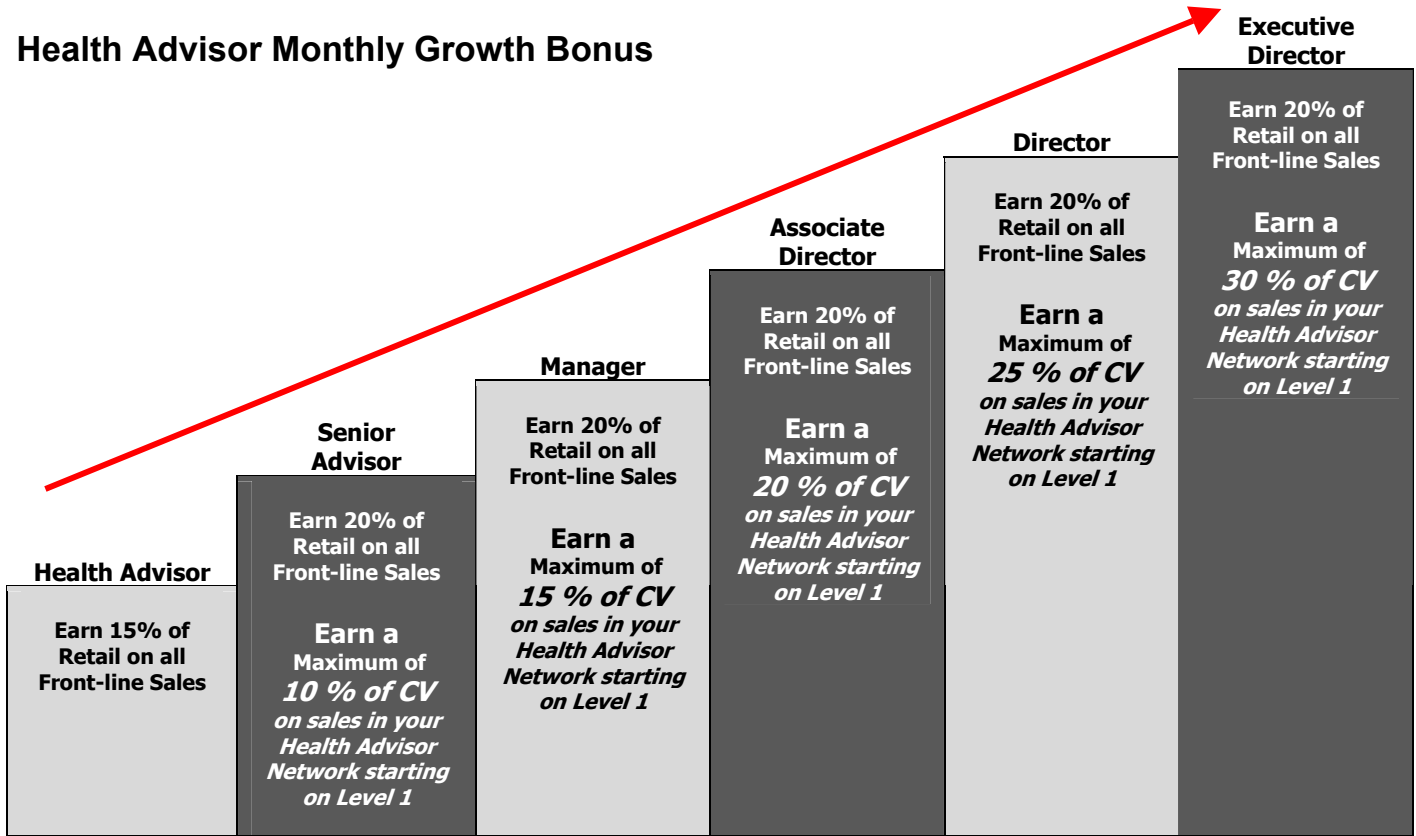
Presidential Executive Director Leadership Bonus

A Presidential Executive Director is an Executive Director with at least one Executive Director in each of ten (10) separate teams. As a Presidential Executive Director, you earn a 1% of CV override on your entire business down to the second Presidential Executive Director in a leg.



Growth and Leadership Bonus Summary

Health Advisor Monthly Growth Bonus



Monthly Leadership Bonus

Title		Regional Director	National Director	Global Director	Presidential Director
Generations of Exec. Dir. Teams	1	6 %	6 +1 = 7 %	6 +1 +1 = 8 %	6 +1 +1+1 = 9 %
	2	5 %	5 +1 = 6 %	5 +1 +1 = 7 %	5 +1 +1+1 = 8 %
	3		5 +1 = 6 %	5 +1 +1 = 7 %	5 +1 +1+1 = 8 %
	4		1 %	4 +1 +1 = 6 %	4 +1 +1+1 = 7 %
	5			4 +1 +1 = 6 %	4 +1 +1+1 = 7 %
					1 +1 = 2 %
				2 %	3 %

Notes: This is a “real time” plan, meaning that, although someone is granted a title based on their highest achievement level, they are paid month-to-month based on their current business production.

This plan uses roll-up and compression. Roll-up means that if an Advisor fails to hit the minimum sales and recruiting requirements (i.e. is Bonus Qualified), his/her volume will “roll-up” and be added to the volume of the next Advisor in the line who has met those requirements and is Bonus Qualified. Compression means that if you are Bonus Qualified to earn bonuses on sales volumes in your network (based on your rank), each Bonus Qualified Advisor at the specific rank to the depth you are to be paid determines a level or generation as you move down a line. For example, if you are qualified to earn Executive Director bonuses on two generations of Executive Director organizations, your first generation Executive Director will be the first Advisor in the line that is currently Bonus Qualified at that rank and your second generation Executive Director will be the next one who is Bonus Qualified at that rank. Unqualified Advisors in between are rendered “invisible” regarding compensation for that pay period and their volume compresses to first qualified Executive Director up the line.